

KANSAS HEALTH PROFESSION OPPORTUNITY PROJECT



REGISTERED APPRENTICESHIP

The Workforce Dilemma

NOTES

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KHPOP PURPOSE

- Prepare Job-Seekers for High Demand Health Care Occupations
- Support Career Pathways – Articulated Career Ladders in Support of
 - Achieving Licensure, Certifications, Degrees
 - Assist in Removing Barriers
 - Create, Implement and Achieve Training, Education and Employment Goals

REGISTERED APPRENTICESHIP



**EDUCATING & TRAINING
KANSAS' WORKFORCE**

WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship includes two components:

Employment



&

Related Technical Instruction



WHAT IS REGISTERED APPRENTICESHIP?

- Employer or industry-sponsored occupational training
- Customized training supervised by employer's mentor/skilled worker
- Related technical instruction



REGISTERED APPRENTICESHIP IS:

- NOT Licensing by the State
- NOT Just a Job
- NOT a Dumping Ground
- NOT “Just” an Alternative to College
- NOT a Job Placement Program
- NOT a Source of Cheap Labor

**So how does
Registered
Apprenticeship
work?**



CRITERIA FOR APPRENTICEABLE OCCUPATIONS

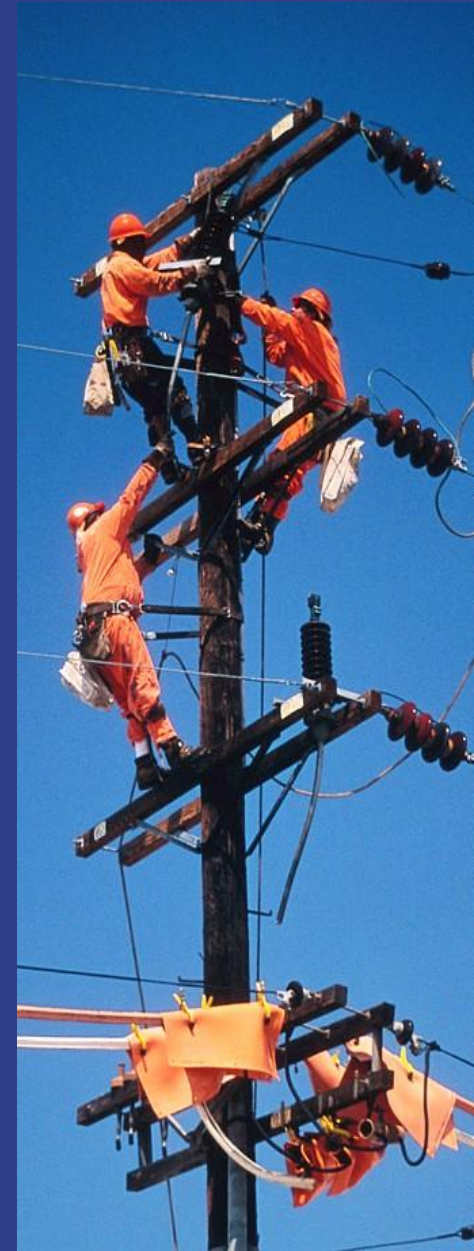
MUST HAVE:

- ▶ Skills that are clearly identified & recognized throughout the industry
- ▶ Skills learned through systematic, supervised customized training
- ▶ Minimum of 2,000 hours of customized training in manual, mechanical, or technical skills
- ▶ Related Technical Instruction (RTI) to supplement customized training
- ▶ Typically NOT a 4-year degree → but could lead to an Associate's or Bachelor's



CUSTOMIZED TRAINING

- Supervised, structured, paid customized training provided by the registered employer/sponsor:
 - ▶ The job is the most basic component
 - ▶ Skills identified by industry yet customizable by employer/sponsor
 - ▶ Represents 93% of the program
 - ▶ Supervised by one of the employer's skilled journeyworkers/professionals



RELATED TECHNICAL INSTRUCTION

- ▶ 144 hrs/year
- ▶ May be provided through community college, correspondence, on-line, distance learning, contract vendors
- ▶ Employer/sponsor elects who they use for related technical instruction
- ▶ Many large programs have their own state-of-the-art training facilities
- ▶ Employer typically does not pay apprentice wages while attending school, unless during normal working hours



TYPICAL FIRST-RECALL RA OCCUPATIONS

- Bricklayer
- Carpenter
- Plumber
- Pipefitter
- Iron Worker
- Lineman
- Cook
- Auto Mechanic
- Diesel Mechanic
- Power Plant Operator
- Electrician



A “*FEW*” HEALTH CARE REGISTERED APPRENTICESHIPS

- Computed Tomography (CT) Tech
- Dental Assistant
- Dental Ceramist
- Dental Lab Tech
- Diagnostic Imaging Specialty
- **Health Support Specialist (HSS)**
- Health Unit Coordinator
- Home Health Aide
- Home Health Director
- MRI Technologist
- Mammography Technologist
- Medical Assistant
- Medical Coder
- Medical Secretary
- Medical Transcriptionist
- Medical Laboratory Technician
- Nurse Assistant
- Nurse, Licensed Practical
- Nursing Assistant Certified
- Orthodontic Technician
- Orthotics Technician
- Paramedic
- Pharmacist Assistant
- Pharmacist Support Staff
- Surgical Technologist

KHPOP

WHY HEALTH SUPPORT SPECIALIST?

- HSS RA established and implemented
 - Employers previously identified a high level of employee turnover
 - Market-driven as a response to changing employer and resident needs – customized training
 - Demand-driven by changes in delivery of long-term care (i.e., culture change)

The Registered Apprenticeship Advantage

*Health Support Specialist
In Kansas*

A TALENT SOLUTION: *Workforce Strategy*

- **Best practices** that increase job satisfaction and retain our workforce.
- Provide a career ladder for frontline workers with **standardization & recognition** yet allowing for **customization**.
- Captures **expertise** of **experienced employees** through facility-identified **mentors** who pass knowledge on to apprentices.

HEALTH SUPPORT SPECIALIST (HSS)



- A **pathway** for organizations to move toward a “universal” worker model
- Designed around a **household** model with **self-lead** teams

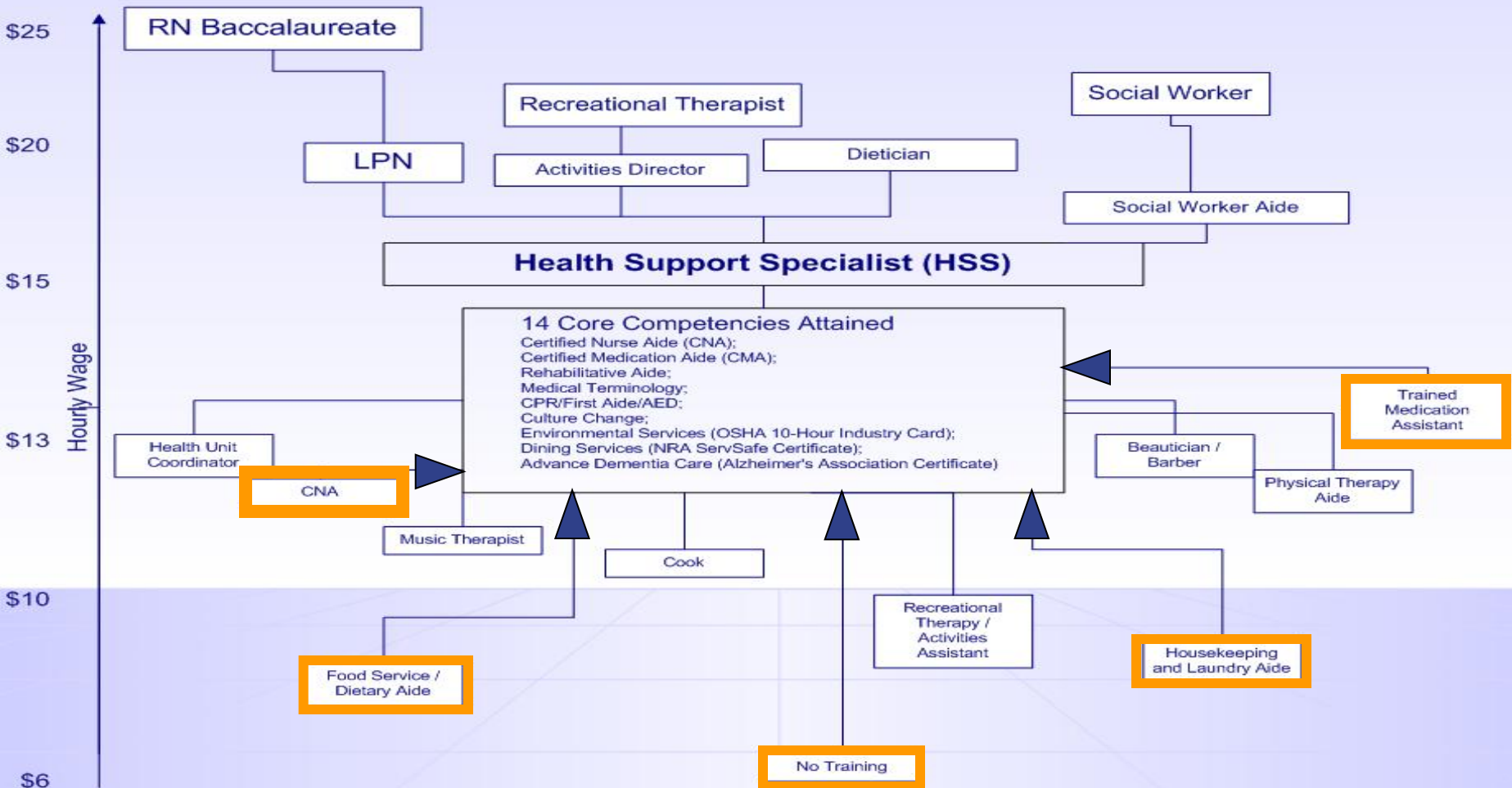
CAREER LADDER CREDENTIALS

- Dietary Services
(National ServSafe Certification)
- Environmental Services
(OSHA 10-hour industry card)
- CPR/First Aid Certificate

CAREER LADDER CREDENTIALS

- Advanced Dementia Care Certificate
(Alzheimer's Association)
- Certified Nursing Assistant (CNA)
- Certified Medication Aid (CMA)
- Rehabilitative Assistant
- Medical Terminology
- Culture Change Certificate

HEALTH SUPPORT SPECIALIST (HSS)



ACHIEVING HEALTH SUPPORT SPECIALIST

- Completion of all career ladder steps
- Completion of Apprenticeship Certificate through the Kansas Department of Commerce
- Industry certificates and earned credits through community and/or technical college

KHPOP & REGISTERED APPRENTICESHIP

THE PERFECT STORM

RA - KHPOP PERFECT STORM

- Strong established partnership
- Early identification of RA training as an innovative element
- Training structure already in place
- Established employers using HSS RA – didn't have to reinvent the wheel
- Employer's entry-level staff most eligible to fit the income parameters
- Employed staff already interested in health care!

HEALTH SUPPORT SPECIALIST (HSS)

Health Support Specialist program completer said,

*“Brewster Place
encouraged me to go
into the program to
become more involved
with resident care ...*

*... I plan to work toward an LPN degree next.
I look forward to coming in each day.”*

WHO TO CONTACT?

<https://21stcenturyapprenticeship.workforce3one.org/page/contact>

QUESTIONS?

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